

April 4, 2018

Peter J. Kuhn
Department of Economics
University of California, Santa Barbara
Santa Barbara CA 93106
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Current Positions:

2018- Distinguished Professor of Economics, University of California, Santa Barbara

Research Associate , National Bureau of Economic Research (since 2005)
Research Fellow, Institute for the Study of Labor (IZA) (since 1999)
Research Fellow, Center for Economic Studies (CES),(since 2000).
Fellow, Center for the Study of Poverty and Inequality (since 2006)

Associate Editor, *Industrial and Labor Relations Review* (since 2011)
Associate Editor, *Labour Economics* (since 2004)
Associate Editor, *IZA World of Labor* (since 2013)
Editorial Board Member, *AEJ: Applied Economics* (since 2013)
Associate Editor, *Journal of Labor Economics* (since 2017)

Advisory Board Member, Experimental and Behavioral Economics Lab (EBEL), UCSB (since 2007)

Previous Positions:

1999-2017	Professor of Economics, University of California, Santa Barbara
1994-1999	Professor of Economics, McMaster University; Hamilton, Ontario, Canada
1988-1994	Associate Professor of Economics, McMaster University
1983-1888	Assistant Professor of Economics, University of Western Ontario.

Education:

1973-77:	Honors BA in Economics and Sociology, Carleton University, Ottawa, Canada
1978-83:	PhD in Economics, Harvard University, Cambridge, Mass., U.S.A.

Areas of Interest: Labor and Personnel economics.

Publications

a. Refereed Journal Articles

- Kuhn, Michael A., Peter Kuhn and Marie Claire Villeval. "Decision-Environment Effects on Intertemporal Financial Choices: How Relevant are Resource-Depletion Models?", *Journal of Economic Behavior and Organization* 137 (May 2017): 72–89
- Kuhn, Peter and Kailing Shen. "Do Employers Prefer Migrant Workers? Evidence from China's Hukou System" *IZA Journal of Labor Economics*. 2015, 4:22 DOI: 10.1186/s40172-015-0038-0
- Bedard, Kelly and Peter Kuhn. "Micro-Marketing Healthier Choices: Effects of Personalized Ordering Suggestions on Restaurant Purchases" *Journal of Health Economics*, Volume 39, January 2015, Pages 106–122
- Kuhn, Peter and Marie Claire Villeval. "Are Women More Attracted to Cooperation than Men?" *Economic Journal* 125 (582) (February 2015) Doi: 10.1111/eoj.12122
- Kuhn, Peter, and Hani Mansour. "Is Internet Job Search Still Ineffective?" *Economic Journal*, *Economic Journal* 124 (581) (December 2014), 1213–1233.
- Kuhn, Peter and Kailing Shen. "Do Chinese Employers Avoid Hiring Overqualified Workers? Evidence from an Internet Job Board" *Research in Labor Economics* 37 (2013): 1-30.
- Kuhn, Peter and Kailing Shen. "Gender Discrimination in Job Ads: Evidence from China" *Quarterly Journal of Economics* 128(1) (February 2013)
- Charness, Gary, Peter Kuhn and Marie Claire Villeval. "Competition and the Ratchet Effect" *Journal of Labor Economics* 29(3) (July 2011): 513-47.
- Kuhn, Peter, Peter Kooreman, Adriaan Soetevent, and Arie Kapteyn. "The Effects of Lottery Prizes on Winners and Their Neighbors: Evidence from the Dutch Postcode Lottery" *American Economic Review* 101 (5) (August 2011). pp 2226-2247
- McAusland, Carol and Peter Kuhn. "Bidding for Brains: Intellectual Property Rights and the International Migration of Knowledge Workers" *Journal of Development Economics*. 95(1) (May 2011): 77-87.
- Weinberger, Catherine and Peter Kuhn. "Changing Levels or Changing Slopes? The Narrowing of the U.S. Gender Earnings Gap, 1959-1999" *Industrial and Labor Relations Review*, April 2010 (Vol. 63, No. 3), pp. 384-406.
- Kuhn, Peter and Chris Riddell. "The Long-Run Effects of Unemployment Insurance: Evidence from New Brunswick and Maine, 1940-1991" *Industrial and Labor Relations Review* 63(2) (January 2010): 183-204.
- Kuhn, Peter and Carol McAusland. "Consumers and the brain drain: Product and process design and the gains from emigration" *Journal of International Economics* 78 (2) (July 2009): 287–291.

- Bedard, Kelly and Peter Kuhn. "Where Class Size Really Matters: Class Size and Student Ratings of Instructor Effectiveness" *Economics of Education Review* 27 (3) (June 2008): 253-265
- Kuhn, Peter and Christiana Stoddard. "Incentives and Effort in the Public Sector: Have U.S. Education Reforms Increased Teachers' Work Hours?" *Economics of Education Review* 27 (1) (February 2008): 1-13.
- Kuhn, Peter and Fernando Lozano. The Expanding Workweek? Understanding Trends in Long Work Hours Among U.S. Men, 1979-2006, *Journal of Labor Economics* 26 (2) (April 2008): 311-343 .
- Charness, Gary and Peter Kuhn. "Does Pay Inequality Affect Worker Effort? Experimental Evidence". *Journal of Labor Economics* 25 (4) (October 2007): 693-724.
- Antecol, Heather, Peter Kuhn and Steve Trejo. "Assimilation via Prices or Quantities? Labor Market Institutions and Immigrant Earnings Growth in Australia, Canada, and the United States" *Journal of Human Resources*, 41(4): 821–840 (Fall 2006).
- Kuhn, Peter and Catherine Weinberger. "Leadership Skills and Wages" *Journal of Labor Economics* 23(3), July 2005. pp. 395-436.
- Kuhn, Peter and Susan Johnson. "Increasing Male Earnings Inequality in Canada and the U.S., 1981-1997: The Role of Hours Changes versus Wage Changes" . *Canadian Public Policy*, no. 3 (June) 2004: 155-175..
- Kuhn, Peter and Mikal Skuterud.. "Internet Job Search and Unemployment Durations" *American Economic Review* 94(1) (March 2004): 218-232.. .
- Kuhn, Peter and Arthur Sweetman. "Aboriginals as Unwilling Immigrants: Contact, Assimilation and Labour Market Outcomes" , *Journal of Population Economics*, 15(2) (February 2002): 331-355.
- Kuhn, Peter and Herbert Schuetze. "Self-Employment Dynamics and Self-Employment Trends: A Study of Canadian Men and Women, 1983-1998" *Canadian Journal of Economics* 34(3) (August 2001): 760-784.
- Kuhn, Peter. "Gender as an Impediment to Labor Market Success: Why do Young Women Report Greater Harm?", *Journal of Labor Economics*, 18(4), (October 2000): 702-28. (with Heather Antecol).
- Kuhn, Peter and Mikal Skuterud. "Job Search Methods: Internet versus Traditional", *Monthly Labor Review*, October 2000: 3-11.
- Antecol, Heather and Peter Kuhn. "Employment Equity Programs and the Job Search Outcomes of Men and Women: Actual and Perceived Effects" *Canadian Public Policy* 25 (0) (November 1999): S27-S45.

- Kuhn, Peter and L. Arthur Sweetman. "Vulnerable Seniors: Unions, Tenure, and Wages Following Permanent Job Loss", *Journal of Labor Economics* 17 (October 1999): 671-693).
- Kuhn, Peter and Wulong Gu. "Learning in Sequential Wage Negotiations: Theory and Evidence" *Journal of Labor Economics* 17 (January 1999): 109-140 (with W. Gu).
- Kuhn, Peter. "Unions and the Economy: What we know; what we should know", *Canadian Journal of Economics* 31(5) (November 1998): 1033-1056. (Harold Adams Innis lecture).
- Kuhn, Peter. "The Declining Labor Market Opportunities of the Less Skilled: Can Fiscal Policy Make a Difference?", *Canadian Public Policy*, 24(3) (September 1998): 370-377.
- Kuhn, Peter and Wulong Gu. "Centralization and Strikes", *Labour Economics* 5 (September 1998): 243-265.
- Kuhn, Peter and L. Arthur Sweetman.. "Unemployment Insurance and Quits in Canada" *Canadian Journal of Economics*, 31 (August 1998): 549-572.
- Gu, Wulong and Peter Kuhn. "A Theory of Holdouts in Wage Bargaining", *American Economic Review* 88 (June 1998): 428-449
- Kuhn, Peter and L. Arthur Sweetman. "Wage Loss Following Displacement: The Role of Union Coverage", *Industrial and Labor Relations Review* 51 (April 1998): 384-400.
- Kuhn, Peter and A. Leslie Robb. "Shifting Skill Demand and the Canada-US Unemployment Gap: Evidence from Prime-Age Men" *Canadian Public Policy* 24 (February 1998): S170-S191.
- Kuhn, Peter "In Search of the Best Bundle: Hill-Climbing Consumers and the Microdynamics of Consumer Choice" *Pacific Economic Review* 1 (December 1996): 191-214.
- Jones, Stephen and Peter Kuhn. "Mandatory Notice and Unemployment." *Journal of Labor Economics*, 13(4) (October 1995): 599-622.
- Crossley, Thomas, Stephen Jones and Peter Kuhn. "Gender Differences in Displacement Costs: Evidence and Implications", *Journal of Human Resources* 19 (Spring 1994): 461-480.
- Kuhn, Peter. "Nonrevelation in Employment Contracts", *International Economic Review* 35 (May 1994): 261-282.
- Kuhn, Peter and Peter George. "The Size and Structure of Native-White Wage Differentials in Canada", *Canadian Journal of Economics* 27 (February 1994): 20-42.
- Kuhn, Peter. "Employment Protection Laws: Policy Issues and Recent Research", *Canadian Public Policy* 19 (September 1993): 279-297.
- Kuhn, Peter. "Demographic Groups and Personnel Policy", *Labour Economics* 1 (June 1993): 49-70.

- Kuhn, Peter. "Mandatory Notice", *Journal of Labor Economics* 10 (April 1992): 117-137.
- Davies, James B. and Peter Kuhn. "Social Security, Longevity, and Moral Hazard" *Journal of Public Economics* 49,(1992): 91-106. .
- Davies, James B. and Peter Kuhn. "A Dynamic Model of Redistribution, Inheritance and Inequality" *Canadian Journal of Economics* 24, (May 1991): 324-344.
- Kuhn, Peter. "Sex Discrimination in Labor Markets: Reply", *American Economic Review*, 80 (March 1990), pp. 290-97.
- Kuhn, Peter and Jacques Robert.. "Seniority and Distribution in a Two-Worker Trade Union", *Quarterly Journal of Economics* 104 (August 1989), pp. 485-505
- Kuhn, Peter. "A Nonuniform-Pricing Model of Union Wages and Employment", *Journal of Political Economy* 96, (June 1988), pp. 473-508.
- Kuhn, Peter. "Unions in a General Equilibrium Model of Firm Formation", *Journal of Labor Economics* 6 (January 1988), pp. 62-82.
- Kuhn, Peter and Ian Wooton. "International Factor Movements in the Presence of a Fixed Factor", *Journal of International Economics* 22 (1987), pp. 123-140..
- Kuhn, Peter. "Sex Discrimination in Labor Markets: The Role of Statistical Evidence", *American Economic Review* 77 (September 1987), pp. 567-583.
- Kuhn, Peter. "Wages, Effort and Incentive-Compatibility in Life-Cycle Employment Contracts", *Journal of Labor Economics* 4 (January 1986), pp. 28-49.
- Kuhn, Peter. "Union Productivity Effects and Economic Efficiency", *Journal of Labor Research* 6, Summer 1985, pp.229-248.
- Gera, Surendra K.and Peter Kuhn. "An Empirical Model of Residential Location and the Journey to Work in a Metropolitan Area", *Socio-Economic Planning Sciences* 14 (1980), pp. 67-77.
- Gera, Surendra K.and Peter Kuhn. "Job Location and the Journey to Work: An Empirical Analysis", *Socio-Economic Planning Sciences* 14 (1980), pp. 57-65.
- Gera, Surendra K.and Peter Kuhn. "Occupational and Job Location Patterns: An Analysis of the Toronto Census Metropolitan Area," *Canadian Geographer* 23 (1979), pp. 266-76.

b. Book chapters

- Kuhn, Peter. "Lab Labor: What Can Labor Economists Learn from the Lab?" (with Gary Charness), in Orley Ashenfelter and David Card, eds., *Handbook of Labor Economics*, volume 4A. Amsterdam: North Holland, 2011, pp. 229-330.
- Kuhn, Peter. "The New Economy and Matching in Labor Markets", in Derek Jones, ed. *New Economy Handbook*. Amsterdam: Academic Press, 2003. (pp. 508-523) .

- Abe, M., Y. Higuchi, P. Kuhn, M. Nakamura, and A. Sweetman. "Worker Displacement in Canada and Japan", in P. Kuhn, ed. *Losing Work, Moving On: International Perspectives on Worker Displacement*. Kalamazoo, Michigan: W. E. Upjohn Institute for Employment Research, 2002
- Kuhn, Peter. "Summary and Synthesis", in P. Kuhn, ed. *Losing Work, Moving On: International Perspectives on Worker Displacement*. Kalamazoo, Michigan: W. E. Upjohn Institute for Employment Research, 2002.
- Kuhn, Peter. "Unemployment, Skill and Labor Supply: Evidence from Canadian Microdata, 1971-1991", in M. Abbott, C. Beach, and R. Chaykowski, eds., *Transition and Structural Change in the North American Labor Markets*, IRC Press, Queen's University, Kingston (1997): 41-85. (with A. Leslie Robb).
- Kuhn, Peter and Ian Wooton. "Immigration, Trade and the Wages of Native Workers", in J. Abowd and R. Freeman, eds., *Immigration, Trade and the Labor Market*. (Chicago: University of Chicago Press, 1991), pp. 285-304.
- Davies, James B. and Peter Kuhn. "Redistribution, Inheritance, and Inequality: An Analysis of Transitions", in D. Kessler and A. Masson, eds., *Modelling the Accumulation and Distribution of Wealth*, (Oxford: Oxford University Press, 1988), pp. 123-143.

c. Books, Edited Volumes and Special Issues

- Kuhn, Peter. *Personnel Economics*. Oxford University Press, forthcoming Fall 2017. This new textbook is aimed specifically at economics undergraduates. It uses both classical and behavioral models to interpret the most up-to-date evidence from field studies and experiments.
- Kuhn, Peter and Gustavo Marquez, eds. *The Economic Effects of Labor Unions in Latin America*. (co-editor) Inter-American Development Bank, Washington, D.C. 2005.
- Kuhn, Peter. *Losing Work, Moving on: Worker Displacement in International Perspective*. (Editor) Kalamazoo, Michigan: W. E. Upjohn Institute for Employment Research, 2002. Listed as an "Outstanding Academic Title" by *Choice* magazine for 2002.
- Kuhn, Peter, ed. *Special Issue on Self Employment (editor)*. *Labour Economics*, September 2000.

d. Other (Book Reviews, Discussions).

- Kuhn, Peter. "The Internet as a Labor Market Matchmaker: How Effective Are the New Electronic Methods of Worker Recruitment and Job Search?" IZA World of Labor, published online at <http://wol.iza.org/articles/internet-as-a-labor-market-matchmaker/2014>.
- Kuhn, Peter. "Is Monopsony the Right Way to Model Labor Markets? A Review of Alan Manning's *Monopsony in Motion*". *International Journal of the Economics of Business* 11(3) (November 2004), pp. 369-378

- Kuhn, Peter. Review of D. Leigh, "Assisting Workers Displaced by Structural Change: An International Perspective", *Industrial and Labor Relations Review* 50 (July 1997): 689-690.
- Kuhn, Peter. "Discussion" of D. Hamermesh, "Labor Demand: Status and Prospects", in Christofides, L., E.K. Grant, and R. Swidinsky, eds., *Aspects of Labor Market Behaviour: Essays in Honour of John Vanderkamp*. Toronto: University of Toronto Press, 1995.
- Kuhn, Peter. Review of H.G. Lewis, "Union Relative Wage Effects", *Canadian Journal of Economics*, 20 (May 1987), pp. 416-419.

e. Reprints

- Antecol, Heather, Peter Kuhn and Steve Trejo. "Assimilation via Prices or Quantities? Labor Market Institutions and Immigrant Earnings Growth in Australia, Canada, and the United States" in Barry R. Chiswick and Paul Miller, eds., *Recent Developments in the Economics of International Migration* Northampton, Mass: Edward Elgar, 2012.
- Kuhn, Peter and L. Arthur Sweetman. "Aboriginals as Unwilling Immigrants: Contact, Assimilation and Labour Market Outcomes". in Constant, Amelie and Klaus Zimmermann, eds., *How Labor Migrants Fare* Berlin: Springer-Verlag, 2004, pp. 351-376. Reprinted from *Journal of Population Economics*, 15(2) (February 2002): 331-355.
- Kuhn, Peter. "Unions and the Economy: What we know; what we should know", in Alison Booth, ed. *The Economics of Labor Unions*, Cheltenham: Edward Elgar, 2002. (reprinted from *Canadian Journal of Economics* 31(5) (November 1998): 1033-1056)
- Kuhn, Peter and Jacques Robert. "Seniority and Distribution in a Two-Worker Trade Union", in Booth, Alison L., ed. *The economics of labor unions*. Volume 1. Elgar Reference Collection. International Library of Critical Writings in Economics, vol. 147. Cheltenham, U.K. and Northampton, Mass. 2002, pp.440-60. (reprinted from *Quarterly Journal of Economics* 104 (August 1989), pp. 485-505) (with Jacques Robert).

f .Working Papers

- Delgado Helleseter, Miguel, Peter Kuhn and Kailing Shen. "The Age Twist in Employers' Gender Preferences: Evidence from Four Job Boards" (revise and resubmit, *Journal of Human Resources*) [PDF](#)
- "Gender-Targeted Job Ads in the Recruitment Process:Evidence from China" (with Kailing Shen) [PDF](#)

Teaching

a. Courses: Labor and Personnel Economics (graduate and undergraduate)

b. Ph. D. students and post-docs supervised (year completed and current employment):

Chair, Dissertation Committee:

Wulong Gu (1995, Statistics Canada)
 Arthur Sweetman (1996, McMaster University)
 Tom Crossley (1998, Cambridge University)
 Heather Antecol (1998, Claremont-McKenna College)

Herbert Schuetze (1999, University of Victoria)
 Susan Johnson (2001, Wilfred Laurier University)
 Mikal Skuterud (2002, University of Waterloo)
 Chau Do (2004, Office of the Comptroller of the Currency)
 Fernando Lozano (2005, Pomona College)
 Dong Hun Cho (2006, Hallym University, Korea)
 Steven Lipscomb (2007, Mathematica, Cambridge MA)
 Beth Dhuey (2007, University of Toronto)
 Brianna Briggs (2008, Precision Economics, Washington DC)
 Rosemary Lavaty (2009, Food and Drug Administration)
 Nellie Lew (2009, Food and Drug Administration)
 Hani Mansour (2009, University of Colorado, Denver)
 Ernest Boffy-Ramirez (2012, University of Colorado, Denver)
 Wei Sun (2013, National University of Singapore)
 Miguel Delgado Helleseter (2014, Cal State, Channel Islands)
 Tom Zimmerfaust (2015, Analysis Group)
 Vedant Koppera (2016, Deloitte Advisory, Chicago)
 Anand Shukla (2016, Abdul Latif Jameel Poverty Action Lab (JPAL))

Co-chair, Dissertation Committee:

Ben Hansen (2009, University of Oregon)
 Kevin Schnepel (2013, University of Sydney)
 Stefanie Fischer (2015, Cal Poly, San Luis Obispo)
 Serena Canaan (2016, American University of Beirut)
 Alex Wood-Doughty (2017, Lyft)

Member, Dissertation Committee:

Mobinul Huq (1987, University of Saskatchewan)
 John Spraggon (1999, University of Massachusetts, Amherst)
 Christiana Stoddard (2002, Montana State University) Winner of Lancaster Outstanding
 Dissertation Award for Social Science, UCSB.
 Damien Sheehan-Connor (2008, Wesleyan University)
 Alison Huang (2008, National Institute of Standards and Technology)
 Insook Cho (2008, Yonsei University, Korea)

Dominic Parker (2009, University of Wisconsin-Madison)
 Jennifer Schulte (2011, CNA)
 Jennifer Milosch (2014, California State University, Sacramento)
 Adam Wright (2016, Western Washington University)
 Brianna Halladay (2017, Eastern Connecticut State University)
 Brian Thomas (2017, Analysis Group)
 Corey White (2017, Cal Poly, San Luis Obispo)
 Daniel Arnold (2017, UC Berkeley School of Public Health, postdoctoral scholar).
 Christine Braun (2018, University of Warwick, European University Institute)
 Benjamin Griffy (2018, SUNY Albany)

Post-doctoral fellows:

Kelly Bedard (1998, UCSB)

Research Funding (since 2000)

- 2015-2016:** UCSB Faculty Senate Research Grant “Is Explicit Gender Discrimination in China ‘Hard’ or ‘Soft’?” \$3,500.
 UCSB College of Letters and Science Council of Deans conference support award for Ninth Annual meeting of the Trans-Pacific Labor Seminar (TPLS), \$2,500.
 UCSB Department of Economics, support for Ninth Annual meeting of the TPLS, \$10,000.
- 2013-2015:** National Natural Science Foundation of China, "Impacts of *Hukou*, Education and Wage on Job Search and Match: Evidence Based on Online Job Board Microdata," (co-investigator with Kaling Shen, PI, grant No. 71203188, RMB\$190,000).
- 2009-2010:** ARRA administrative supplement to NIH grant, “The Impact of Nutritional Information on Restaurant Consumer Behavior” (with Kelly Bedard) (\$77,733).
- 2008-2010:** American Economic Association grant to operate the AEA Summer Program and Minority Scholarship at UCSB, summers 2008-2010 (with Doug Steigerwald) (\$510,000)
- 2008-2010:** Institute for Social, Behavioral and Economic Research (ISBER), UC Santa Barbara “Advertising for Jobs when Age and Gender Discrimination is Legal: Evidence from a Chinese Internet Job Board (with Kailing Shen) (\$6000).
- 2008:** National Science Foundation, grant to operate the AEA Summer Program at UCSB, summer 2008 (with Doug Steigerwald) (\$100,000)
- 2008:** University of Kentucky, Center for Poverty Research (UKCPR) Regional Small Grant Program: “Paying for the Relocation of Welfare Recipients: Evidence from the Kentucky Relocation Assistance Program” (with Brianna Briggs) (\$16,000).

- 2007-2010:** ANR (National Agency for Research, France) "Experiments on Motivation, Incentives and Rationality". (Research consortium agreement, with partners at Université Claude Bernard Lyon I, Universitat Pompeu Fabra (Barcelona), University of East Anglia (UK), and the University of Cambridge). (€180,000).
- 2007-2009:** National Institutes of Health, "The Impact of Nutritional Information on Restaurant Consumer Behavior" (with Kelly Bedard) (\$304,767)
- 2006-2007:** UCSB Academic Senate, "Pay Compression and Pay Secrecy: A Follow-up Experiment" (\$1600).
- 2004-2005:** Canadian Embassy, Washington; Canadian Studies Faculty Research Grant Program. "The Long-Term Effects of Income Support: A Study of New Brunswick and Maine, 1940-2001" (with Chris Riddell) (\$3,000).
- 2003-2004:** UC Linguistic Minority Research Institute "High School Leadership Activities and the Earnings of Mexican-American Adults: Evidence from Three Decades" (with Catherine Weinberger and Fernando Lozano) (\$24,000)
- 2003-2004:** Institute for Social, Behavioral and Economic Research (ISBER), UC Santa Barbara. "When Women Lose Work: Impacts of Women's Job Losses on Women and their Children" (with Kelly Bedard) (\$7,380)
- 2003-2005:** American Educational Research Association. "High School Leadership Skills and Adult Labor Market Outcomes" (with Catherine Weinberger) (\$35,000)
- 2002-2005:** Social Science Research Council (Netherlands) "Measuring Social Interactions by Observing Neighbors of Lottery Winners" (with P. Kooreman, A. Kapteyn and A. Soetevent) (€100,000).
- 2002-2003:** W. E. Upjohn Institute for Employment Research, "Use it or Lose it: Alternative skill atrophy and the earnings of displaced workers" (with Arthur Sweetman) (\$5000)
- 2002-2003:** "Pay Compression, Pay Secrecy and Productivity" UCSB Academic Senate Faculty Research Grant. (\$8,186)
- 2002-2003:** University of California Institute for Labor and Employment (ILE) "Survey of Employment and Wages in Santa Barbara Nonprofit Enterprises" (with Alice O'Connor (PI), Richard Appelbaum, Eileen Boris, Richard Flacks, Mary Hancock, and Nelson Lichtenstein) (\$20,000).
- 2001-2004:** National Science Foundation, Information Technology Workforce Program, "Entry, Earnings Growth, and Retention in Information Technology Careers: An Economic Study" (with Catherine J. Weinberger) (\$498,000).
- 2000-2001:** Institute for Social, Behavioral and Economic Research (ISBER), UC Santa Barbara. Grant for exploratory research on "Non-Cognitive Skills and Labor Market Outcomes" (with Catherine J. Weinberger). (\$7,900)

Professional Service

a. Professional Associations

Research Associate , National Bureau of Economic Research (since 2005)
 Research Fellow, Institute for the Study of Labor (IZA) (since 1999)
 Research Fellow, Center for Economic Studies (CES),(since 2000).
 Fellow, Center for the Study of Poverty and Inequality (since 2006)

Associate Editor, *Industrial and Labor Relations Review* (since 2011)
 Associate Editor, *Labour Economics* (since 2004)
 Associate Editor, *IZA World of Labor* (since 2013)
 Editorial Board Member, *AEJ: Applied Economics* (since 2013)
 Associate Editor, *Journal of Labor Economics* (since 2017)

Advisory Board Member, Experimental and Behavioral Economics Lab ([EBEL](#)), UCSB (since 2007)

b. Paper Presentations (since 2000)

2017

Carleton University (Ottawa-Carleton Graduate School of Economics Launch Conference)
 Purdue University
 Trans-Pacific Labor Seminar, Osaka
 Western Economics Association International (WEAI) annual meetings, San Diego (organized one sessions; presented one paper, discussed one paper.
 University of Chile, Santiago, Chile
 Bern University of Applied Sciences, conference on discrimination in labor markets (keynote)
 International Symposium on Contemporary Labor Economics, Jinan University, Guangzhou (keynote)

2016

AEA annual meetings, San Francisco: presented a paper, discussed a paper.
 Chapman University
 University of British Columbia-Okanagan
 Maastricht University
 University of Erlangen-Nuremberg
 Institute for the Study of Labor (IZA), Bonn
 Western Economics Association International (WEAI) annual meetings, Portland (organized three sessions; discussed two papers).
 UC Berkeley
 University of British Columbia
 University of Illinois, Urbana-Champaign

2015

Employment Policy Council, France (Conseil d'orientation pour l'emploi) The COE is an independent advisory body on all employment issues attached to the French Prime minister (presented by conference call, with slides and translation).
 Trans-Pacific Labor Seminar (TPLS), Hitotsubashi University, Tokyo

Korea University, Seoul
 Bank of Canada / University of Toronto conference on the Chinese Economy
 Aix Marseille School of Economics
 Institute for the Study of Labor (IZA), Bonn
 Russell Sage Foundation
 Western Economics Association International (WEAI) annual meetings, Honolulu
 Bern University of Applied Sciences, conference on discrimination in labor markets
 University of Naples, workshop on the economics of discrimination (keynote)
 Binghamton University
 Cornell University
 NBER conference on Firms and the Distribution of Income, Stanford University (paper discussion)

2014

University of Arizona
 Yale University
 Institute for the Study of Labor (IZA), Bonn
 Bergen-Stavanger workshop on Labor Markets, Families and Children, Bergen, Norway
 Trans-Pacific Labor Seminar (TPLS), UNSW, Sydney, Australia
 Ohio State University
 University of Aberdeen, Education and Skills Mismatch Conference (keynote)

2013

Chinese Economists Society , Econometric Society and AEA meetings, San Diego
 University of Texas, Austin
 University of Nevada, Reno
 Wharton School, Philadelphia
 Population Association of America (PAA) meetings, New Orleans
 Institute for the Study of Labor (IZA), Bonn
 German Institute for Economic Research (DIW Berlin)
 University of Hamburg, Germany
 Western Economic Association Annual Meetings, Seattle
 SFI (Danish National Centre for Social Research), Copenhagen
 Norwegian School of Economics (NHH), Bergen (week-long lecture series)
 UC Berkeley
 Princeton University
 Columbia University

2012

Broom Center seminar series, UCSB
 Broom Center workshop on Gender and Family in the New Millenium (UCSB)
 Trans-Pacific Labor Seminar (TPLS), Kyoto Japan.
 Institute for the Study of Labor (IZA), Bonn
 Oxford University
 Sciences Po, Paris
 Trans-Pacific Labor Seminar, University of Hawaii, Manoa

2011

NBER Labor Studies Group Spring Meeting, San Francisco.
 GATE/ANR worksho on Motivation, Incentives and Rationality, Lyon, France
 University of Bologna

Einaudi Institute for Economics and Finance (EIEF), Rome
 Rheinisch-Westfälisches Institut für Wirtschaftsforschung (RWI), Essen Germany
 Institute for the Study of Labor (IZA), Bonn
 University of Mannheim
 Canadian Labour Market and Skills Researcher Network (CLSRN) Summer School, Montreal
 CLSRN / CIRPEE Applied Microeconomics Workshop, Montreal
 University of Waterloo (inaugural seminar of the UW Centre for Behavioural Decision Research)
 PERC workshop on Economic Prosperity for North American Indians”, Lewis and Clark College
 International Symposium on Contemporary Labor Economics, Xiamen University (keynote)
 Shanghai University of Finance and Economics

2010

American Economic Association Meetings, Atlanta GA
 Trans-Pacific Labor Seminar, Santa Barbara
 University of Heidelberg
 Institute for the Study of Labor (IZA), Bonn
 Tilburg University
 University of Amsterdam
 Maastricht University
 Annual meetings of the Australian Labour Econometrics Workshop (LEW), Deakin University
 (keynote)
 University of California, San Diego

2009

Chinese University of Hong Kong
 Trans-Pacific Labor Seminar, Tokyo
 Xiamen University, China
 National Bureau of Economic Research, Summer Institute, Cambridge MA
 University of California, Riverside, All-UC labor economics conference
 University of Colorado, Denver
 UC Berkeley (Handbook of Labor Economics conference)

2008

New York University
 Canadian Labour Market and Skills Researcher Network (CLSRN) conference, Vancouver
 (keynote)
 University College London
 University of Cambridge (U.K.)
 University of California, Berkeley
 Hebrew University and Bar-Ilan University: Conference on Globalization and the Brain Drain

2007

Annual Meetings of the American Economic Association, Chicago
 Trans-Pacific Labor Seminar, Santa Barbara
 Society of Labor Economists Annual Meeting, Chicago
 University of Paris 1
 University of Zurich
 University of Lyon 2, GATE (Groupe D'Analyse et de Theorie Economique)
 Duke University (American Economic Association Pipeline Conference)
 University of California, Merced, Conference in Causes and Consequences of Rising Inequality
 University of California, Davis, All-UC labor economics conference

International Symposium on Contemporary Labor Economics, Xiamen University, China
(keynote)

2006

Skills Research Initiative, workshop on International Mobility of Highly Skilled Workers, Ottawa
National Bureau of Economic Research (NBER), Cambridge, Mass.
IFAU/IZA Conference on Labor Market Policy Evaluation, Uppsala, Sweden
UC Davis

2005

Princeton University
Stanford University
Industry Canada, Ottawa Canada
Institute for the Study of Labor (IZA), Bonn, Germany
Queen's University, Canada
McMaster University, Canada
University of Michigan

2004

University of California, Berkeley
University of Oregon
Center for International Governance Innovation (CIGI), Waterloo Canada
NIOSH National Conference on Long Working Hours, Safety and Health, Baltimore MD
Society of Labor Economists Annual meeting, San Antonio, Texas
University of Washington, Seattle
University of British Columbia
Montana State University
University of Western Ontario
Federal Reserve Bank of Chicago

2003

University of Texas, Austin
W. E. Upjohn Institute Conference on Labor Reallocation, Kalamazoo.
European Summer Symposium in Labor Economics (ESSLE), Buch am Ammersee, Germany.
Expert Roundtable on Labour Market Adjustments due to Population Aging in Canada, Ottawa

2002

University of British Columbia
UCSB Symposium
Quantitative Methods in Social Sciences (QMSS) workshop, UCSB
Society of Labor Economists, Baltimore
Canadian Economics Association Meetings, Calgary
Universitat Pompeu Fabra, Barcelona
Universitat Autònoma Barcelona
University of Heidelberg
Institute for the Study of Labor (IZA), Bonn
University of Arizona
McMaster University
Industry Canada workshop, "Social and Labour Market Aspects of North American Linkages",
University of Victoria

2001

University of British Columbia
 Society of Labor Economists, Austin TX
 Queen's University
 McGill University
 Dartmouth College
 Syracuse University
 Pacific Northwest Regional Economic Conference (PNREC) (keynote)
 Western Economic Association meetings, San Francisco
 Human Resources Development Canada, Ottawa

2000

IRPP/CERF conference, Ottawa
 McMaster University, Hamilton, Canada
 Canadian Economic Association Meetings, Vancouver
 Inter-American Development Bank, Washington
 Canadian International Labour Network, Burlington, Ont., Canada
 Stanford University
 University of California, Berkeley

c. Conferences/Workshops Organized (since 2000)

- 2016:** Co-organized ninth meeting of the [Trans-Pacific Labor Seminar](#) (TPLS), Santa Barbara, CA (with Ryo Kambayashi, funding from UC-Santa Barbara; and Japan Society for the Promotion of Science).
- 2013:** Co-organized the Broom Center's interdisciplinary workshop on [Immigration and the Family: New Developments and Perspectives](#) (with Kathryn Grace and Stuart Sweeney)
- 2013:** Co-organized [WISE Labor 2013 International Symposium on Contemporary Labor Markets: Big Data, Search and Matching in Labor Economics](#), Xiamen, China. (with Kailing Shen)
- 2010:** Co-organized third meeting of the [Trans-Pacific Labor Seminar](#) (TPLS), Santa Barbara, CA (with Takao Kato and Ryo Kambayashi, funding from Osaka University, Colgate University and UCSB).
- 2010:** Co-organized the [All-California Labor Economics Conference](#) at UCSB (with Heather Royer and Kevin Schnepel).
- 2009:** Co-organized second meeting of the [Trans-Pacific Labor Seminar](#) (TPLS), Tokyo, Japan (with Takao Kato and Ryo Kambayashi, funding from Hitotsubashi University and Japan Institute for Labour Policy).
- 2007:** Co-organized inaugural meeting of the [Trans-Pacific Labor Seminar](#) (TPLS), Santa Barbara, CA (with Takao Kato, funding from Suntory Foundation)
- 2003:** Organized CSISS (Center for Spatially Integrated Social Science) conference on "[Spatial and Social Interactions in Economics](#)", Santa Barbara, CA
- 2000:** Co-organized [Third major CILN \(Canadian International Labor Network\) conference](#).

d. Consultancies (since 2000):

Inter-American Development Bank (IDB)
 Human Resources Development Canada (HRDC)
 Industry Canada

Social Development Canada
Human Resources and Skills Development Canada (HRSDC)
World Bank